



AI-HRM: Transforming Human Resource Management With Artificial Intelligence

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ABSTRACT

Artificial intelligence (AI) is changing the face of human resource management (HRM) in organizations aiding in efficiency and improving satisfaction. AI technologies are then applied in integrating them within the HRM processes; recruitment, training, performance, and compensation. With AI, HR managers are empowered to offload repetitive tasks, get real-time data, and perform only what is important. AI-HRM also enables the creation of employee experiences through customization leading to higher engagement and retention. This case study investigates the effects of AI on the HRM practice and the threats and opportunities it poses to the organization.

1. Introduction

Artificial intelligence (AI) has transformed various businesses, in this case, human resource management (HRM). AI-HRM embeds AI technologies within the HRM process to enhance the management of human resources. AI mimics human brain in executing functions such as recruitment, training, performance management, and compensation functions. AI helps to improve the efficiency of business processes and the quality of decision-making and employee engagement. AI-enabled ATS platforms match applicants successfully. Performance management systems also allow providing real-time feedback for goal accomplishment. Bots provide individualized support for the employees. This review outlines AI-HRM; What it is, what it could do, and what it might do. It focuses on how AI technologies such as machine learning and natural language processing can be applied in HRM. Issues surrounding privacy and algorithmic bias are also addressed. This discussion relates to AI in the recruitment, training, performance evaluation, and reward systems of organizations in the healthcare and financial sectors. Some of these challenges include privacy and ethical concerns and the need to develop a qualified workforce. The review is hoped to offer some ideas regarding the role that AI-HRM is likely to play in the sphere of workforce management.

2. Definitions and Theoretical Aspects

Artificial intelligence (AI) is the science of making the computer system capable of performing activities that usually demand human intelligence. Human Resource Management (HRM) is an organizational activity dealing with the management of people within an organization. AI-HRM means the application of the AI concepts in the applications that constitute the human resource management function. AI can access and gather massive amounts of information and analyze it to enable the HRs to come up with ideas or outcomes in the area of talent acquisition and retention as well as employee growth. AI can be applied for easier recruitment of employees and also assessing their candidates[1]. Artificial intelligence can also be applied to filter through resumes and cover letters and even look through their social media profiles to choose the best ones.

Therefore, the use of AI for learning programmes can enable firms to deliver training according to the preferences, speed, and flexibility of workers. Artificial intelligence may also assist staff to identify deficiencies and select the proper interventions. Insights from the use of artificial intelligence may enable managers to monitor and assess employee performance in real-time and to give them promotion, bonuses, or reward. AI may also assist workers in reporting and accomplishing jobs. Companies may utilize machine

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